

Job Profile

Job Title: Head of Sport and Physical Activity

Job Grade: Level 6 Zone 1

Salary Range: £63,268 - £76,802

About Camden

'Camden is building somewhere everyone can thrive, by making our borough the best place to live, work, study and visit. Because, we're not just home to UK's fast-growing economy. We're home to the most important conversations happening today. And we're making radical social change a reality, so that nobody gets left behind. Here's where you can help decide a better future for us all.

About our Sport and Physical Activity service

Camden's physical activity offer comprises:

- 6 high quality Leisure Centres (managed by Greenwich Leisure Limited)
- An extensive directly delivered sport and physical activity offer for children and young people (delivered in our dedicated leisure centre for children and young people, Talacre Sports Centre) and other Camden venues and community settings
- A varied programme of services for disabled citizens to be active
- The Get Active Project aimed at inactive residents with long term medical conditions in partnership with Camden and Islington Public Health
- Strategic working with a focus on service improvement, imagining and change; development, performance management and marketing and communications
- Partnership working with the borough strategic partnership for physical activity (Pro-active Camden) and the wider physical activity and health systems
- Enabling the development of a community led physical activity offer and connecting primary and secondary healthcare providers and sponsors with pathways into physical activity for vulnerable adults
- A sports education programme for young people not in full-time education, employment, and training

About the role

Leading the management team for Camden's Sport & Physical activity service (SPA) and partnerships across the Camden physical activity system, the principal purpose of this role is constant development of inclusive, accessible, and sustainable opportunities for Camden citizens to be more active, more of the time, with aims in line with our **We Make Camden ambitions** for the **Best Start for Children**; a **Strong and Inclusive Economy**; **Challenging Inequality**; **Green, Clean, Vibrant, Accessible, and Sustainable Place**; and a **Healthy and Well Community**.

About you

The primary activity of the role is determining the strategic direction of sport and physical activity and leading the policies, activities and service improvements required to deliver the strategy. They are required to think at a conceptual level and to own and implement corporate strategy.

The post holder will:

- Shape, design, change and critically assess the effectiveness, viability, reach and inclusivity of the SPA range of services and functions
- Advise the Council Tier 2 post-holder(s), and Members, on all aspects of the services the post holder is responsible for and support the administration in the delivery of its priorities, with a particular focus on the services the post-holder is accountable for / has strong links to.
- Demonstrate a wide understanding of the national and local political environment, used to influence the thinking and direction of stakeholders.
- Create a culture of accountability, ensuring delivery to agreed outcomes and identify talent and develop capability to ensure a highly skilled, committed, and motivated workforce.
- Create the conditions for effective collaboration between stakeholders by establishing relationships and building trust and rapport in order to build a shared sense of purpose across Camden, unlocking the borough's collective resources for the benefit of all.
- Be ambitious, challenging, and innovative in their approach to driving high standards, quality and value for money.
- Will manage and inspire a team of over 100 staff (30FTE) and empower them to be courageous and try new approaches in order to improve services and outcomes for customers.
- Scan the environment and seek out the latest thinking, tools, and technologies across all sectors.
- Be authentic, inspirational and engage others through their personal leadership and ability to make the Council's vision meaningful to all.

Work Environment:

The role is predominantly office based, with an expectation that the post holder will regularly visit the front line of service delivery to have first-hand experience of the quality and take up of the offer and be highly visible to and engaging with the SPA staff team and commissioned services such as the Council's leisure centres, and delivery in other Council and community venues such as green spaces and housing estates. The Head of Service has the opportunity to work from home where necessary but without compromising the priority need for visibility and face to face working

People Management Responsibilities:

The SPA structure comprises 6 discreet but inter-dependent teams, each with their own individual team leader, at grade L5 Z1. Each team leader has a number of reports (L3 Z1 to Z3) that in turn may have managing people responsibility. The base of the structure are contracted sessional coaches and sports instructors.

Relationships:

The post holder will directly and routinely engage with:

- The SPA Management Team
- The Director of Recreation Services
- The Cabinet Member for the Voluntary Sector, Equalities & Cohesion
- The Assistant Director of Public Health

- The Head of Property Service
- The Head of Libraries and Green Space
- The Principal Lawyer
- The Chair of Pro-Active Camden

The post holder will also engage (but less frequently than above) with:

- The Executive Director of Supporting Communities
- Other Cabinet Members

Over to you

We're ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine how we're supporting people, and we'll redefine what a career can be. If that sounds good to you, we'd love to talk

Is this role Politically Restricted?

Some posts at Camden are politically restricted, which means individuals holding these posts cannot have active political role. For a list of all politically restricted roles at Camden [click here](#).

Diversity & Inclusion

We want Camden Council to be a great place to work and to ensure that our communities are represented across our workforce. A vital part of this is ensuring we are a truly inclusive organisation that encourages diversity in all respects, including diversity of thinking. We particularly welcome applications from Black, Asian and those of Other Ethnicities, LGBT+, disabled and neurodiverse communities to make a real difference to our residents so that equalities and justice remains at the heart of everything we do. Click [Diversity and Inclusion](#) for more information on our commitment.

Agile working

At Camden we view work as an activity, not a place. We focus on performance, not presenteeism. We create trusting relationships, we embrace innovation rather than bureaucracy and we value people. Collaboration is the Camden way, silo working isn't.

At Camden we are proud to be one of Hire Me My Way's inaugural campaign supporters. Hire Me My Way is a national campaign led by Timewise, designed to increase the volume of good quality jobs that can be worked flexibly in the UK (www.HireMeMyWay.org.uk). Hire Me My Way aims to treble the number of available good quality flexible jobs to 1 million by 2020.

Asking for Adjustments

Camden is committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions. If you would like us to do anything differently during the application, interview or assessment process, including providing information in an alternative format, please contact us on 020 7974 6655, at resourcing@camden.gov.uk or post to 5 Pancras Square, London, N1C 4AG,